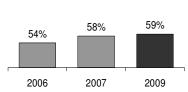
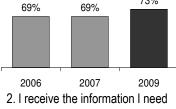
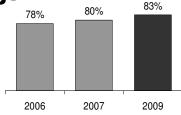
"Usually to Always" Agree Ratings



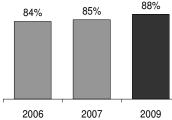
1. I have the opportunity to give input on decisions affecting my work.



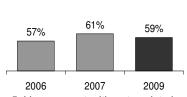
to do my job effectively.



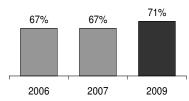
3. I know how my work contributes to the goals of my agency.



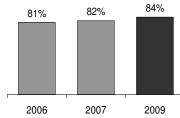
4. I know what is expected of me at work.



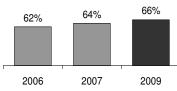
5. I have opportunities at work to learn and grow.



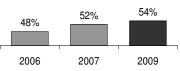
6. I have the tools and resources I need to do my job effectively.



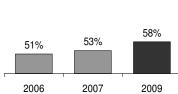
7. My supervisor treats me with dignity and respect.



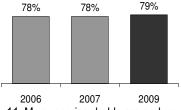
8. My supervisor gives me ongoing feedback that helps me improve my performance.



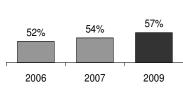
9. I receive recognition for a job well



10. My performance evaluation provides me with meaningful information about my performance.



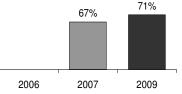
11. My supervisor holds me and my coworkers accountable for performance.



12. I know how my agency measures its success.

Notes:

- · These charts reflect the sum of the 4 and 5 ratings for each question (scale of 1 to 5, where 5 is highest score).
- Scores improved on all questions, except
- The most improved question was #10 regarding performance evaluations, which went up by 5%. Many agencies have placed more emphasis on completing performance evaluations on time and improving the quality of those evaluations. According to HR Management Reports. 79% employees had current evaluations in 2009, compared to 63% in 2006.
- · Question #9 (regarding recognition) and question #12 (knowing how agency measures success) are still the lowest scoring questions. However, both continue to see improvement.
- The only question that lost ground was #5, regarding opportunities to learn and grow at work. The cause of this decline is unclear. Budget restrictions over the past year reduced training and put a damper on career advancement. This may likely be a factor.



13. My agency consistently demonstrates support for a diverse workforce.